

Worker Education and Training

Mission

To provide Hoosiers the lifelong learning and training resources they need to improve their skills, employment, quality of life, and standard of living, while providing employers with the highly skilled workforce they need to compete in the modern economy.

Summary of Activities

Worker education and training programs benefit people who are either unemployed or looking for a better job, as well as workers seeking education, training or career information. Employers who need workers, labor market information, or job-training funds also benefit.

The **Department of Commerce (DOC)** Skills 2016 program has provided funds for new and existing businesses to train and retrain Hoosier workers in basic, transferable, and company-specific skills. These funds have mainly been spent on investing in the expansion of existing Indiana companies and retraining existing workers in new technologies.

The **Department of Workforce Development (DWD)** is the state government agency that helps Hoosiers find jobs, keep jobs and advance in their careers. In addition, DWD assists Indiana companies in creating new jobs, improving workers' skills and providing opportunities through education and training. Programs like Advance Indiana reaffirm Indiana's commitment to developing the finest workforce for the future in fields such as advanced manufacturing, life and health sciences and information technology, and reflect the O'Bannon/Kernan Energize Indiana Plan.

The **IMPACT program** administered by the Family and Social Services Administration (FSSA) is a welfare-to-work initiative that helps recipients of food stamps and income assistance achieve economic self-sufficiency through education, training, job search, and job training services. IMPACT is designed to address a broad range of barriers to employment, utilizing case managers to develop individualized employment plans, and providing supportive services such as transportation and child care.

External Factors

The local worker training and education system is almost entirely federally funded, and federal resources have recently declined. Reduced resources threaten the ability to maintain services and improve technology to make those services more accessible. The majority of federal funding is contained in categorical programs that can only be used for people who meet narrow eligibility requirements. Some individuals may be served by more than one program. This makes it more difficult to focus resources on local needs.

- Each federal program has a unique set of data collection and performance standards and measures, making comprehensive measures difficult to achieve.
- The national recession and slow recovery has resulted in a decline in high-wage, low-skill jobs, thus a demand for on-going worker education and training continues to grow.
- Traditional industries in Indiana such as steel, auto, airline and related manufacturing have shed jobs in recent years requiring continued need for re-training.
- New technologies and growing global trade continue to change the nature of Indiana's manufacturing sector and the skills needed to operate highly technical machinery.
- Many new immigrants would also benefit from education and training ranging from basic English proficiency to the advanced skills needed to obtain high skill, high wage jobs. Indiana's immigrant population is increasing rapidly, creating a growing need for training in workplace diversity for employers and workers.



Evaluation and Accomplishments

- In 2002, Advance Indiana was recognized by the Council of State Governments as one of the premier incumbent-worker training systems in the country. In 2002, training was provided for almost 25,000 Hoosiers at a cost of \$42.7 Million. This investment helped in raising the skills of Hoosier workers across Indiana.
- Return-on-investment studies have shown the positive impact worker training funds are having on company profitability. DWD has incorporated ROI study of selected grants to Indiana companies to measure the impact of worker training assistance.
- Over 15,000 Certificates of Technical Achievement were awarded by DWD to Hoosiers who completed technical training to further their careers.
- Through DWD more than 340 teachers received workplace internships in 2002 to help them design and implement work-based curricula in their classrooms.

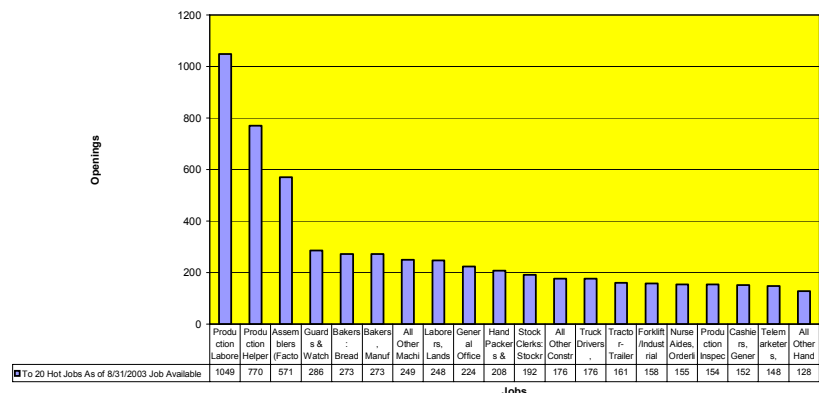
Plans for the Biennium

The goal of DWD is to promote lifelong learning and to help Indiana's employers and workers evolve with the changing times. DWD is focused on keeping Indiana working through innovative programs and services that meet the needs of both Hoosier workers and businesses in today's sophisticated workplace.

In the next biennium, with the passage of the Energize Indiana plan, DWD will have additional tools to sustain an on-going mission of lifelong learning.

Working with its sister state agencies, DWD hopes to continue providing the resources for Hoosier workers to secure high-skill, high-wage, high-demand jobs.

Top 20 Indiana Jobs With Openings As of 8/31/2003

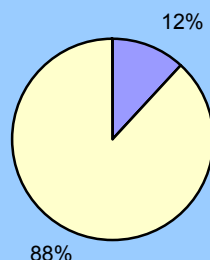


Program: 0220

	Actual FY 2001	Actual FY 2002	Estimate FY 2003	Appropriation FY 2004	Appropriation FY 2005
(All Funds)	\$161,071,540	\$180,442,436	\$177,728,276	\$207,579,680	\$207,579,680

Sources of Funds FY 2004 (Approp)

General Dedicated Federal Other



Uses of Funds FY 2004 (Approp)

Personal Services Distributions Capital Other

